

## CURRICULUM VITAE: AVITUS LEONARD

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### SUMMARY

Avitus Leonard is a distinguished leader in technology, leadership, management, administration, innovation, and education. He is the founding president of Dei Institute – Online University (DIOU), one of the world's fastest-growing online universities. Recognized by *Times Higher Education* in the Reporter category on December 10, 2024, DIOU also ranked 47th in Tanzania, 1,253rd in Africa, and 18,639th globally in the 2025 AD Scientific Index. Avitus Leonard is a UNESCO IPL Expert, Verified Teacher, Harvard Business Review Publishing Education contributor, Advisory Council Member for the Harvard Business Review, and an accredited visiting professor at Northwest International University. He also serves as a representative of Cambridge International University, Spain, in Tanzania under an International Academic Cooperation Agreement. Under his leadership, DIOU has partnered with institutions such as UPI STUDY and International Student Insurance (ISI). In collaboration with doola, the university provides U.S. company formation services, including EIN acquisition and business bank account setup in states like Wyoming and Delaware. A philosopher and prolific scholar, Leonard's work spans leadership, philosophy, personal development, and theology. He is also an accomplished graphic designer, author of books on leadership and personal growth, and a social media expert specializing in auditing and optimization services.

### CHRISTIAN MINISTRY EXPERIENCE

Avitus Leonard's journey in Christian ministry has been marked by a steadfast dedication to serving his community and nurturing spiritual growth among congregants. His ministry experience encompasses a variety of roles within Divine Grace Church in Dar es Salaam, where he has demonstrated his leadership skills and commitment to uplifting others.

#### Pastor

**Divine Grace Church, Dar es Salaam**

**August 2018 – July 2024**

In his capacity as Pastor, Avitus Leonard has been instrumental in providing spiritual leadership to a vibrant congregation. His responsibilities included:

- **Preaching and Teaching:** Avitus Leonard delivered thought-provoking sermons that inspired and motivated church members to deepen their faith and commitment to spiritual practices. His teachings often integrated practical applications of biblical principles, enabling congregants to navigate life's challenges with wisdom and grace.
- **Community Outreach:** Recognizing the importance of serving the broader

community, Avitus Leonard spearheaded numerous outreach initiatives. These included organizing food drives, health clinics, and educational workshops aimed at addressing social issues and providing support to vulnerable populations.

- **Discipleship Programs:** Avitus Leonard established discipleship programs designed to mentor individuals in their spiritual journeys. Through one-on-one coaching and group studies, he facilitated discussions on theological topics, empowering congregants to develop a deeper understanding of their faith.
- **Counseling and Support:** He provided pastoral counseling to individuals facing personal crises, offering guidance and support rooted in compassion and understanding. His approachable demeanor encouraged church members to seek assistance during difficult times.

## General Secretary

Divine Grace Church Tanzania

October 2019 – July 2024

As General Secretary, Avitus Leonard played a pivotal role in the church's administrative functions, ensuring effective communication and coordination among various church leadership teams. His key contributions included:

- **Administrative Oversight:** Avitus Leonard managed the church's administrative tasks, including scheduling meetings, maintaining records, and facilitating communication between different ministry departments. His organizational skills streamlined operations, allowing for more effective collaboration.
- **Policy Development:** He collaborated with church leadership to develop policies that promoted transparency and accountability within the organization. This included establishing guidelines for financial management and volunteer engagement.
- **Event Coordination:** Avitus Leonard was responsible for coordinating various church events, such as conferences and community gatherings. His attention to detail ensured that each event aligned with the church's mission and vision, fostering a sense of unity and purpose among attendees.
- **Leadership Training:** Avitus Leonard played a pivotal role as one of the founding members and key operators at the Divine School of Theology, serving in the capacity of college registrar. In this role, he was instrumental in establishing the institution's academic framework and administrative

processes, ensuring the smooth operation of academic programs and student services. His dedication to fostering an environment conducive to learning and spiritual growth significantly contributed to the school's mission of training and equipping future leaders in theology.

## Head of Administration

Divine Grace Church, Dar es Salaam  
October 2017 – October 2019

In this role, Avitus Leonard managed the day-to-day operations of the church, ensuring that all activities aligned with the overall mission. His responsibilities included:

- **Operational Management:** Avitus Leonard oversaw the church's daily operations, including managing staff, volunteers, and resources. He implemented systems to enhance efficiency and improve service delivery to congregants.
- **Financial Stewardship:** He played a key role in budgeting and financial planning, ensuring that the church operated within its means while effectively supporting ministry initiatives. His financial acumen contributed to the sustainability of church programs.
- **Volunteer Engagement:** Avitus Leonard fostered a culture of volunteerism within the church, encouraging members to actively participate in ministry activities. He developed training programs that equipped volunteers with the necessary skills to serve effectively.
- **Crisis Management:** He handled various challenges that arose within the church community, demonstrating his ability to navigate difficult situations with grace and wisdom. His leadership during times of crisis helped maintain a sense of stability and hope among congregants.

## TEMPORARY (FIELD) WORK EXPERIENCE

Avitus Leonard's early career experiences in the legal field provided him with valuable insights into the workings of justice and governance, which he later applied in his ministry and leadership roles.

### Court Clerk

Bukoba Primary Court  
May – July 2013

In this role, Avitus Leonard was responsible for assisting with the administration of court proceedings. His tasks included:

- **Record Keeping:** Maintaining accurate and up-to-date records of court cases, hearings, and judgments.
- **Clerical Support:** Providing administrative support to judges and lawyers, ensuring smooth operation during trials.
- **Legal Documentation:** Assisting with the preparation and filing of legal documents, ensuring compliance with procedural requirements.

This field experience laid a foundational understanding of justice systems, which influenced his future work in leadership and governance within the church and educational sectors.

## Court Clerk

Muleba District Resident Court

May – June 2011

In this role, Avitus Leonard further developed his skills in legal documentation and administrative support. His key responsibilities included:

- **Case File Management:** Managing case files and maintaining comprehensive records, contributing to the efficiency of court operations.
- **Judicial Assistance:** Assisting judges in various capacities, including researching legal precedents and summarizing case details for consideration during hearings.
- **Communication:** Facilitating communication between legal professionals and court personnel, ensuring that all parties were informed about case statuses and upcoming hearings.

This experience further refined his organizational and communication skills, which were later applied in his leadership roles.

## HONORS/AWARDS

Avitus Leonard's dedication to excellence and service has been recognized through various honors and awards throughout his career, reflecting his commitment to leadership and innovation.

- **Doctor of Humane Letters (LHD)**  
Los Angeles Development Church & Institute, June 2020  
This honorary degree was awarded in recognition of Avitus Leonard's significant contributions to community service and education, highlighting his commitment to uplifting others and promoting positive change within

society.

- **International Innovative Education Summit (IEES) Award**

2022

Avitus Leonard was honored with this award for his outstanding achievements in innovative education. His contributions to the field have inspired educators and leaders worldwide to embrace new methodologies and technologies in teaching.

- **Accredited Professor in Leadership**

Northwest International University, Republic of Armenia

This accreditation acknowledges Avitus Leonard's expertise in leadership education, reflecting his commitment to academic excellence and his ability to inspire and mentor future leaders.

## EDUCATION

Avitus Leonard's educational journey is marked by a commitment to academic excellence and a passion for continuous learning. His qualifications encompass a diverse array of disciplines, equipping him with the knowledge and skills necessary for effective leadership.

- **Doctor of Business Administration (DBA) (Leadership)**

Northwest International University, April 2023

Avitus Leonard's DBA focused on leadership principles and practices within organizational settings. His research emphasized innovative leadership strategies that foster collaboration, accountability, and growth within teams.

- **Doctor of Philosophy in Public Policy and Administration**

Selinus University, Panama (Ongoing)

Currently pursuing a Ph.D. in Public Policy and Administration, Avitus Leonard is engaging in advanced research to explore the intricacies of policy formulation and implementation, with a focus on promoting social equity and justice.

- **Doctor of Philosophy in Development Studies (Specialized: Leadership)**

African Research University, Zambia (Enrolled and Admitted on 11/06/2024)

Avitus Leonard has been enrolled and admitted to the Doctor of Philosophy in Development Studies, specializing in Leadership, through an online distance learning program at African Research University, Zambia.

- **Master of Business Administration (MBA) (Leadership)**

Northwest International University, September 2022

Avitus Leonard's MBA program emphasized leadership theories and

practices that can be applied in various organizational contexts. His studies equipped him with strategic thinking skills and a deep understanding of organizational behavior. (Fast-track degree based on prior learning credit assessment).

- **Bachelor of Arts in Business Administration (Organizational Leadership)**

Northwest International University, 2022

Avitus Leonard's undergraduate studies provided a foundational understanding of business administration and organizational dynamics. His focus on leadership principles prepared him for future roles in management and education. (Fast-track degree based on prior learning credit assessment).

- **Bachelor of Arts in Bible and Theology**

Global University, USA (Ongoing)

Currently pursuing a degree in Bible and Theology, Avitus Leonard is deepening his understanding of biblical principles and their application in leadership and ministry contexts.

- **Diploma in Law**

Institute of Judicial Administration, Lushoto, Tanga, 2014

Avitus Leonard's diploma in law equipped him with essential knowledge of legal principles and procedures, enhancing his understanding of governance and justice.

- **Certificate in law**

Institute of Judicial Administration in Lushoto, Tanga in 2011, equipped him with essential knowledge of legal principles and procedures.

- **Certificate in Religion, Conflict, and Peace - HarvardX**

**Role:** This certification has enhanced Avitus Leonard's expertise in understanding the intricate relationship between religion, conflict, and peacebuilding. It equips him with tools to analyze and mediate religious tensions, fostering dialogue and cooperation in conflict resolution settings.

- **Certificate in Introduction to International Humanitarian Law (IHL) - Humanitarian Leadership Academy**

**Role:** Avitus Leonard's certification in International Humanitarian Law deepens his understanding of the legal frameworks that govern humanitarian actions and responses to crises.

## PROFESSIONAL DEVELOPMENT

Avitus Leonard is committed to lifelong learning and professional development, continually seeking opportunities to enhance his skills and knowledge. His participation in various workshops, seminars, and conferences reflects his dedication to staying current with best practices in leadership and education.

- **International Leadership Conference (2023)**  
Attended a global conference focused on innovative leadership practices and strategies for fostering collaboration and accountability within organizations.
- **Workshop on Effective Teaching Strategies (2022)**  
Participated in a workshop aimed at enhancing teaching methodologies for online education, focusing on engagement and student-centered learning.
- **Seminar on Conflict Resolution in Leadership (2021)**  
Engaged in a seminar that explored strategies for resolving conflicts in organizational settings, emphasizing the importance of communication and mediation.
- **Webinar Series on Digital Transformation in Education (2020)**  
Attended a series of webinars discussing the impact of digital technologies on education, exploring innovative approaches to enhance learning experiences.

## PROFESSIONAL AFFILIATIONS

Avitus Leonard actively engages in various professional organizations that align with his interests in leadership, education, and community service. His affiliations reflect his commitment to collaboration and networking within his fields of expertise.

## PROFESSIONAL EXPERIENCE

### Research Volunteer

*UNESCO Inclusive Policy Lab*

September 2024 - Present (Remote)

- **Role Overview:** Engage in research initiatives that inform and shape inclusive policies within educational frameworks globally.
- **Key Responsibilities:**
  - Collaborate with a diverse team of researchers and policymakers to analyze data and develop actionable insights aimed at fostering inclusivity in education.
  - Conduct literature reviews and synthesize findings to support policy recommendations.
  - Participate in virtual workshops and discussions to promote best

practices in inclusive education.

- Assist in the preparation of reports and presentations for various stakeholders, contributing to the global dialogue on educational equity.

## **Advisory Council Member**

*Harvard Business Review*

July 2024 - Present (Remote)

- **Role Overview:** Serve as a strategic advisor to influence content related to leadership and management, enhancing the publication's impact on professionals worldwide.
- **Key Responsibilities:**
  - Provide insights on emerging trends in leadership, organizational behavior, and management practices.
  - Review and critique articles submitted for publication, ensuring they meet high editorial standards.
  - Collaborate with other council members to curate thought-provoking topics for publication, aimed at a global audience of leaders and decision-makers.
  - Participate in advisory meetings to brainstorm new content initiatives and strategic directions for the publication.

## **Member**

*ForbesBLK*

November 2023 - Present (Remote)

- **Role Overview:** Engage with a network dedicated to advancing diversity, equity, and inclusion in the business landscape, while collaborating with leaders across various sectors.
- **Key Responsibilities:**
  - Participate in forums and discussions aimed at promoting underrepresented voices in business and entrepreneurship.
  - Collaborate with fellow members to develop initiatives that support minority-owned businesses and promote social justice.
  - Leverage personal expertise in leadership and innovation to contribute to community outreach and advocacy efforts.
  - Share insights through articles and interviews featured on the ForbesBLK



platform, highlighting the importance of diversity in leadership.

## Founding President

*Dei Institute - Online University (DIOU)*

January 2020 - Present (Remote)

- **Role Overview:** Lead the establishment and growth of an accredited online university that aims to provide accessible, high-quality education across various fields of study.
- **Key Responsibilities:**
  - Develop and oversee the strategic vision of the institute, aligning educational offerings with global market demands and trends.
  - Collaborate with academic experts to create a robust curriculum that integrates technology and innovative teaching methods.
  - Foster partnerships with other educational institutions and organizations to enhance the university's reach and impact.
  - Spearhead marketing and outreach initiatives to attract a diverse student body and promote the benefits of online learning.
  - Ensure compliance with accreditation standards and maintain high-quality educational standards.

## SKILLS & COMPETENCIES

- **Research & Analysis:** Proficient in qualitative and quantitative research methodologies, with a focus on educational policy analysis.
- **Leadership & Management:** Experienced in leading teams, managing projects, and driving organizational change in educational settings.
- **Technology Integration:** Skilled in leveraging technology for educational purposes, including AI applications in higher education.
- **Communication:** Strong written and verbal communication skills, with experience in public speaking and presenting complex information to diverse audiences.
- **Community Engagement:** Committed to fostering collaboration and partnership with community stakeholders to promote educational initiatives.

## Verified Teacher

Harvard Business Review Publishing  
Education Contributor

**Role Overview:** Contribute to the development and publication of educational content focused on leadership, management, and organizational development within the context of Harvard Business Review.

### Key Responsibilities:

- Develop and submit educational articles that address current trends in leadership and management practices.
- Provide expert insights into best practices for business education, including the integration of innovative teaching methodologies.
- Collaborate with the editorial team to refine and enhance content that targets professionals seeking to improve their leadership skills.
- Engage with a global audience of professionals through thought-provoking educational pieces aimed at fostering growth in leadership and organizational behavior.

## SKILLS

Avitus Leonard possesses a diverse skill set that encompasses leadership, education, technology, and community service. These abilities have been honed through years of experience in various roles, making him a well-rounded and effective leader.

- **Leadership and Management:** Proven ability to lead and inspire teams, fostering a culture of collaboration and accountability.
- **Communication:** Exceptional verbal and written communication skills, allowing for effective interaction with diverse audiences.
- **Curriculum Development:** Expertise in designing and implementing educational programs that meet the needs of learners at various levels.
- **Project Management:** Strong organizational skills in planning, executing, and evaluating projects, ensuring successful outcomes.
- **Conflict Resolution:** Proficient in mediating disputes and facilitating discussions that lead to constructive resolutions.
- **Technology Integration:** Skilled in utilizing technology to enhance learning experiences and streamline administrative processes.
- **Community Engagement:** Passionate about serving the community and fostering relationships that promote social equity and justice.

## PUBLICATIONS

Avitus Leonard has authored several books and articles that contribute to the fields of leadership, personal development, and theology. His writings reflect his insights and experiences, offering guidance to readers seeking to enhance their lives and leadership skills.

- **"Leading with Purpose: A Guide to Effective Leadership"**

Published: 2023

This book provides practical strategies for leaders at all levels to cultivate purpose-driven leadership and foster team engagement.

- **"The Power of Faith in Leadership"**

Published: 2022

In this work, Avitus Leonard explores the intersection of faith and leadership, offering insights on how spiritual principles can inform effective decision-making.

- **"Navigating Challenges: A Christian Perspective on Leadership"**

Published: 2021

This book addresses common leadership challenges and provides biblical insights on how to navigate them with integrity and grace.

- **"Personal Growth and Development: A Journey of Transformation"**

Published: 2020

Avitus Leonard shares his personal experiences and reflections on the importance of continuous growth in both personal and professional contexts.

- **Numerous Articles on Leadership and Education**

Various Publications

Avitus Leonard has contributed articles to various platforms, discussing topics related to leadership, education, and community service.

Avitus Leonard has published numerous books available on different digital platforms such as Amazon, Lulu, GetValue, DBooks Shop, and more. Some of his works cannot be listed here.

## LANGUAGES

*Avitus Leonard is multilingual, enhancing his ability to communicate with diverse populations and engage in international collaborations.*

- **English:** Fluent
- **Swahili:** Fluent
- **French:** Basic Proficiency

## Referees

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